



OC Human Relations

Building community by fostering respect, resolving conflict and pursuing equality

Big 8 Identities

Gender Identity: This refers to one's gender identity, as well as the gender/sex assigned at birth.

Race/Ethnicity: **Race** is a social construct that breaks out people into dominant racialized groups such as: Asian, Bi/Multi Racial, Black, Indigenous, Latinx, Middle Eastern/North African, Pacific Islander, White. **Ethnicity** refers to micro-groups that exist within race, such as: Vietnamese, Nigerian, Tongva, Honduran, Syrian, Eritrean, Samoan, Austrian, etc.

Class (Socio-Economic Status): This category is commonly conceptualized as one's social standing in society based on income, wealth, or poverty. It is often used interchangeably with social class, but social class includes additional factors such as a combination of education, income, occupation, lifestyle, and family background.

Religion/Faith/Spirituality: This identity category relates to a person's or a group's beliefs about the existence of God or gods and/or an identification with a particular religion or set of spiritual practices. For example, a person may identify with one of the major world religions, and/or as agnostic, spiritual, atheist, and many more.

Ability Status: This identity is about the diverse array of differences in physical, mental, cognitive, developmental, learning, and/or emotional make-up. It also includes mental health and the impact of social experiences such as trauma and surviving abuse.

Nation(s) of Origin/Citizenship Status: This refers to one's status where they hold citizenship to a country. People can have citizenship to one country or dual citizenship to 2 countries.

Age: This identity is about how people are categorized by society's perceptions of different age groups. For example, college students may be referred to as "kids" despite technically being adults and may be dismissed because of assumptions about this group's maturity level and capability. Older adults may also be discriminated against in employment or may be treated as children as they age.

Sexual Orientation: A person's sexual, emotional, romantic, and/or affectional attractions, not necessarily dependent on behavior. Examples of identities include heterosexual, gay, lesbian, bisexual (people who are attracted to people of two genders), pansexual (a term referring to the potential for attractions or love toward people of all gender identities and sexes), asexual (people who either do not feel sexual attraction or do not feel desire for a sexual partner or partners. Some asexual individuals may still have romantic attractions), queer (a self-identification for a person whose gender identity/expression and/or sexual orientation does not conform to societal categories), and many more.